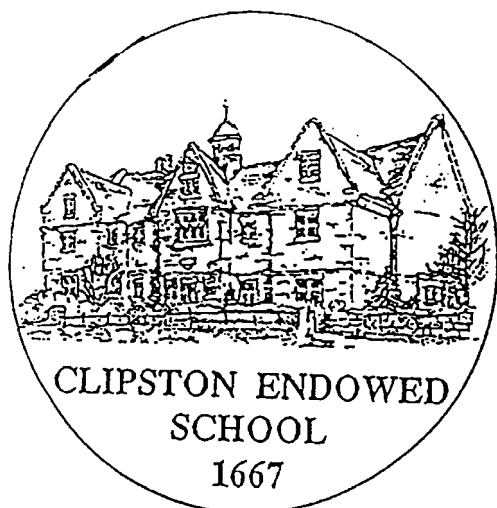


Clipston Endowed VC Primary School
and
Great Creaton Primary School
Anti-Bullying Policy



Anti-Bullying and Policy

To be presented to Governors: November 2015

To be adopted by Governing Body : November 2015

Proposed Review: Autumn 2017

Signed
Mrs Dewinder Birk, Chair of the Curriculum Committee

AIMS OF CLIPSTON SCHOOL

Clipston Endowed Voluntary Controlled Primary School aims to provide every child with high quality teaching and learning. It is the school's philosophy to give our pupils a measure of independence, a high level of self-confidence, a deep sense of self worth, and an understanding and deeper appreciation of our Christian heritage. To achieve this, we aim to:

- a) Enable all children to achieve their full potential, both academically, socially, personally, and morally in order that children expect the best of themselves.
- b) Promote spiritual development and the ability to grow and flourish as human beings.
- c) Support children in building relationships which reflect Christian values.
- d) Deliver a broad, relevant and challenging education which is of a high standard and appropriate to an individual child's needs.
- e) Promote high standards of behaviour based on mutual trust and respect, developing responsibility and fostering self-discipline.
- f) Promote good citizenship, thus enabling individuals to make valuable contributions to wider society.
- g) Ensure equal opportunities for all.
- h) Provide a welcoming and stimulating learning environment in which everyone feels safe, happy and secure.
- i) Develop a sense of pride in belonging to Clipston Endowed VC Primary School.

AIMS OF GREAT CREATON SCHOOL

Great Creaton Primary School aims to provide every child with high quality teaching and learning. It is the school's philosophy to give our pupils a measure of independence, a high level of self-confidence and a deep sense of self-worth. To achieve this, we aim to:

- a) Enable all children to achieve their full potential, both academically, socially, personally, and morally in order that children expect the best of themselves.
- b) Promote spiritual, moral, social and cultural development to support the ability to grow and flourish as human beings.
- c) Deliver a broad, relevant and challenging education which is of a high standard and appropriate to an individual child's needs.
- d) Promote high standards of behaviour based on mutual trust and respect, developing responsibility and fostering self-discipline.
- e) Promote good citizenship, thus enabling individuals to make valuable contributions to wider society.
- f) Ensure equal opportunities for all.
- g) Provide a welcoming and stimulating learning environment in which everyone feels safe, happy and secure.
- h) Develop a sense of pride in belonging to Great Creaton Primary School.

To achieve these aims staff and governors will work in partnership with parents, carers and the local community for the benefit of all our pupils.

AIMS OF THIS POLICY

Our ultimate aim is to provide a school environment conducive to learning, thus being free of the threat of fear and intimidation. We are working with staff, pupils and parents to create a school where bullying is not tolerated. We endeavour to achieve this by:

- Reducing the frequency of and eradicating wherever possible, instances in which pupils and adults are subjected to bullying or hate incidents in any form.
- Establishing appropriate means of support should such an incident occur.
- Mirroring the Christian ethos of Clipston school.
- Demonstrating that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

DEFINITIONS

Bullying is defined as:

"The repetitive, intentional hurting of one person by another(s), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace" Anti-bullying Alliance 2011

This behaviour can include:

Verbal bullying e.g., name calling, teasing, threatening

Physical e.g., hitting, punching, kicking, inappropriate touching

Relational e.g., ignoring, leaving out, spreading rumours

Indirect, e.g., stealing, damaging belongings, targeted graffiti

Cyber bullying e.g., sending abusive texts or emails.

A **Hate** incident is defined as:

"Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate" based on:

- a) Race
- b) Religion/Belief
- c) Sexual Orientation
- d) Disability and learning difficulties
- e) Gender or gender identity

Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should also be taken seriously.

BULLYING BEHAVIOUR

Bullying is different from other forms of aggressive behaviour. Bullying behaviour can manifest as:

- *Physical* –(hitting, damage to belongings)
- *Verbal* – (threats, insults, nasty teasing)
- *Relational* – (spreading rumours, social exclusion or by phone/social media/email [cyber-bullying])

FORMS OF BULLYING

Bullying can take the following forms:

- Racial bullying
- Religious bullying
- Cultural bullying
- Related to SEN and/or disabilities
- Related to appearance, health conditions
- Related to home circumstances
- Related to sexual orientation
- Sexist or sexual bullying

The word "bullying" in this policy covers all of the forms of bullying listed above.

SETTING STANDARDS

The aims of this Policy are to be considered in the context of the following statements:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Our schools take bullying seriously and recognise the detrimental effect on pupils, parents, governors and staff who may be subjected to bullying by other children or adults.
- Victims of bullying will be treated in a supportive manner.
- The school is committed to combating all bullying behaviour.

PERSONS COVERED BY THIS POLICY

All pupils, staff and other adults on the school premises will be expected to adhere to this policy.

ACTIONS TO PREVENT BULLYING

- PHSEE (Personal, Health, Social and Economic Education) and Circle Time are used to develop positive relationships between children and adults so that all feel valued as members of our school communities.
- Reactive Circle Time can also be used to deal with issues straight away.
- The school also includes the Social and Emotional Aspects of Learning (SEAL) Programme which has a bullying awareness unit of work.
- All staff and pupils are aware of the social and moral responsibility they have to each other and know that bullying behaviour in any form is unacceptable.
- Pupils will be periodically reminded, through circle time and SEAL assemblies, how to report bullying of themselves or another person, and to whom, ensuring that pupils know who to access for help/support.

ACTIONS TO COMBAT BULLYING

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- Sanctions against children who show signs of inappropriate/bullying behaviour as outlined in the Behaviour and Discipline Policy. These include strategies to support the bully to reflect on their behaviour.

- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered.
- Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy and also of their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered effectively in a competent, caring and supportive manner.

INDIVIDUAL RESPONSIBILITIES

It is important that pupils, parents and staff understand their responsibilities. In this regard the pupils are expected to:

ROLE OF PUPILS

- Report all incidents of bullying .
- Act in a respectful and supportive manner to their peers by reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims of this Policy.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils or adults.

Pupils will be reminded periodically in school (e.g. through assemblies) of their responsibilities.

ROLE OF PARENTS

- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning either victims or perpetrators of bullying to a member of the teaching staff.
- Actively endorse and support the Anti-Bullying Policy.
- Act as a positive role model for children.
- Encourage an appropriate response within their children, i.e. Not to hit back.

DEALING WITH INCIDENTS OF BULLYING & HATE INCIDENTS

THE ROLE OF STAFF AND GOVERNORS

Any hate incident or episode of bullying will be passed to the Class Teacher in the first instance. The class teacher will inform the Headteacher who will record the incident in the Bullying Log. This log will be kept in the main office cupboard. Allegations of bullying will be reported to the Governing Body via the Headteacher's Report, three times per year, and also via the Local Authority's electronic system on a monthly basis. The Child Protection governor will also be informed of bullying incidents and they will sign the Bullying Log (usually at Full Governing Body meetings three times a year). Investigations will be carried out to ascertain the full details of the incident. Any proven incident of bullying will be dealt with as follows:

* When a pattern has been seen to develop, both the victim and the alleged perpetrator will be spoken to so as to ascertain the circumstances.

- * A child suspected of bullying will receive a verbal warning and will be given support to correct their behaviour. Sanctions may also be imposed, as outlined in our Behaviour and Discipline Policy.
- * If the behaviour continues, the child's parents will be invited in for a discussion with the Class Teacher.
- * If the behaviour continues, the child's parents will be involved in a discussion with the Headteacher.
- * Parent concerns regarding bullying of their child will be brought to the attention of the Head who will usually decide to carry out an investigation.
- * Any reoccurrence could lead to a fixed-term exclusion (Ref: Behaviour and Discipline Policy).
- * Victims will receive support in order that they can identify when certain situations are developing, what strategies to use to alleviate the situation and who they can turn to for help.

All allegations of bullying will be taken seriously. All classed based staff will be made aware of vulnerable children. Parents and governors will be made aware of any incident and the action taken to deal with it, as will the Local Authority.

All adults and pupils need to know that reported incidents are taken seriously and will be dealt with. Incidents could be reported to any adult on the school staff (e.g. the class teacher initially). The adult concerned should make the Headteacher aware.

The named person who will co-ordinate and lead the anti-bullying work of the school is **Mrs Emma Mercer**.

To be reviewed autumn 2017, as part of the ongoing cycle of School Improvement.